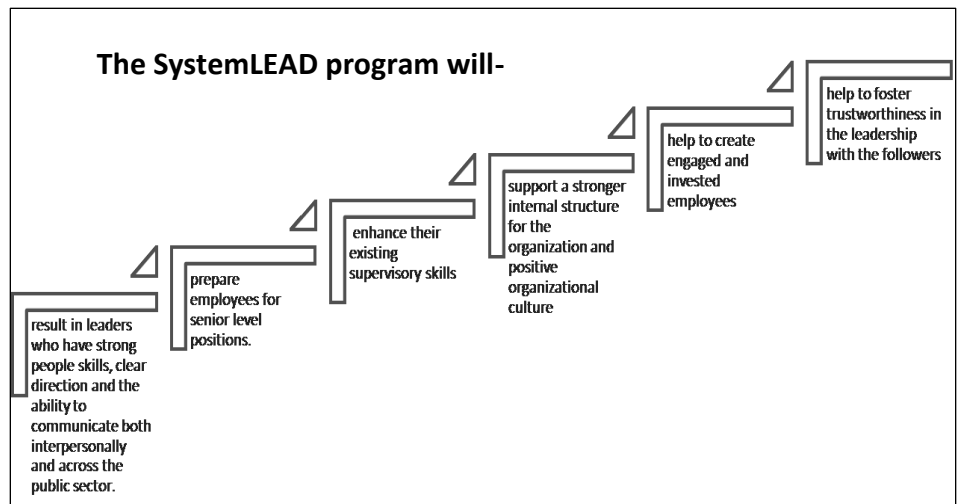


Purpose

The U.S. Office of Personnel Management reports that “moving forward, key qualifications for leaders will be those that create an organizational culture which drives results, serves customers, and builds successful teams and coalitions within and outside the organization” (OPM, 2012). The purpose of the SystemLEAD program is to clearly define the system’s expectations for their leader’s roles, skills, and abilities; and develop a plan of action for how to align organizational needs with individual’s goals and knowledge.

SystemLEAD is designed to give early and mid-career (this does not refer to age, rather it refers to where an employee is in their career ladder) professionals broad exposure to the competencies necessary to be successful leaders in the BHDS system. A university-based leadership training certificate program will teach core leadership concepts and frameworks. Recognized leaders from across the Commonwealth will present on the nature of management and leadership in policy formulation, development, and implementation and subject matter experts will provide an opportunity to take a deep dive into the key issues and priority areas currently facing the DBHDS system.



SystemLEAD Core Competency Areas and Program Structure

Leading State Government

- key concepts in public administration
- policy analysis and program evaluation
- communicating with Governor and Secretary's offices
- finance and budgeting
- the lawmaking process
- understanding our system

Leading the Organization

- managing change
- solving problems and making decisions
- managing politics and influencing others
- taking risks and innovating
- setting vision and strategy
- managing the work
- understanding and navigating the organization

Leading self

- demonstrating ethics and integrity
- displaying drive and purpose
- exhibiting leadership behaviors
- managing yourself
- increasing self-awareness
- developing adaptability

Leading others

- communicating effectively
- developing others
- valuing diversity and difference
- Effectively resolving conflict
- coaching & mentoring
- building and maintaining relationships
- managing teams and work groups

Eligibility Requirements

- Full-time classified employee of DBHDS (Central Office or facility) or of one of Virginia's Community Services Boards
- Pay band 4 or above (or CSB equivalent)
- No active violations of the organization's standards of conduct
- Completed probationary period by the program start of February 2018 (or CSB equivalent)
- Recent evaluation that meets or exceeds expectations
- Aspire to a leadership role

Program Expectations

Participants who are accepted to the program will be expected to:

- Attend one full week long session, monthly, and two bi-monthly, day-long workshops.
- Complete pre-workshop readings and outside classwork.
- Participate in online learning communities.
- Contribute to team projects.
- Participate in workshop activities.
- Be prepared to speak in front of peers and system leaders.
- Be an active member of the cohort; not a passive one.

Timeline at a Glance 2019

February - Begin EQ 360/MBTI/ MVP

2/7 - Orientation

2/21 - General Assembly Day

3/11 to 3/15 - VPSL II

4/11 – Workshop One- Emotional Intelligence

5/9 - Workshop Two – Public Administration Professional

5/30 - Workshop Three – 40,000 Feet

6/27 – Workshop Four – Behavioral Health in the 21st Century

7/18 – Workshop Five – Wicked Problems, Big Opportunities

8/15 – Workshop Six – The Disparities Puzzle

9/12 – Workshop Seven – A Life like Yours – Transforming ID/DD services

9/26 – Workshop Eight – Persons, Places, and Processes – Balancing Organizations and the people within them

10/17- Workshop Nine – Hop on the Train- Future of Human Capital

10/31 – Project Practice & Catch Up

11/14 – Group Presentations & Graduation

The 2019 SystemLEAD application can be found at <https://www.surveymonkey.com/r/SystemLEADApplication19>

DEADLINE is November 23, 2018. Email patricia.bullion@dbhds.virginia.gov with further questions.